

Could It Be that Women hold the Key to the Global Construction Industry's Skills Shortage: Review of Building Women

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PMG's 'Summer Reads' Series

Despite growing efforts to improve diversity, research cited by the Chartered Institute of Building states women continue to represent just **15.2% of the construction workforce**, with only a small fraction of those (approximately 2%) working on-site. With increasing concerns around a growing construction skills shortage, women could hold the key to plugging this gap. However, a well-documented 'leaky pipeline' means even if more women enter the industry, many leave for reasons such as discrimination, sexism, bullying, lack of flexibility, and the gender pay gap. It is essential to the success and sustainability of the construction industry as a whole that these issues are confronted.

Igniting inclusion across the construction industry in a way that benefits everyone, *Building Women*, the new book by chartered quantity surveyor and Fellow of the RICS, **Faye Allen**, is a galvanising call to action.

"In an industry that is very much a 'people' industry, it is imperative we stop creating gender wars. My research has shown things aren't great for women but the fact is things aren't great for most men either. We need to work together to change the culture to improve things for everyone."

Divided into three parts, *Building Women* clearly outlines the **challenges** women currently face in the construction industry and offers tangible **solutions** around how these **imbalances** can be addressed,

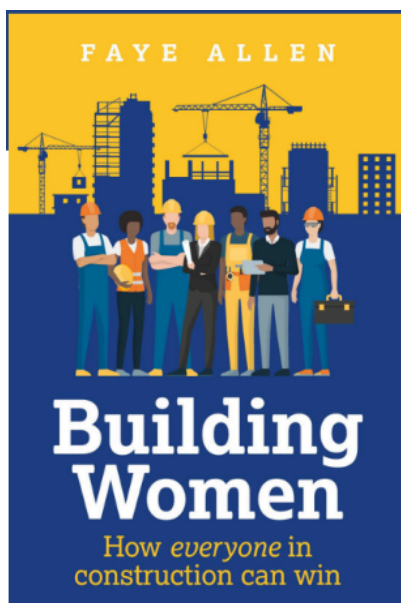
grounded in the experiences of over 1.000 women the author has spoken with across the sector.

Within **Part One**, Allen provides an overview of the issues the sector is experiencing, including a lack of diversity and a growing skills shortage, with a large portion of the on-site workforce nearing retirement within the next five to ten years. Within **Part Two**, *Building Women* draws on firsthand accounts to spotlight the lived experiences and double standards women face in construction, from pay and promotion disparities to bias and challenges surrounding motherhood, and looks at what they think needs to be done to address these challenges. Through the voices of surveyed women, Allen underscores a clear message: women seek equal opportunities to succeed, not different treatment.

“The reason my strapline for the book is ‘How everyone in construction can win’ is because they can. Better for women does not mean worse for men and my book explains why and how we can change things to benefit everyone.”

The **final part** of Faye’s book highlights **the essential role of male allies and sponsors** who are pivotal in generating change. By challenging outdated attitudes and biases, and mentoring and championing women, allies can help build a more supportive environment for all and plug the leaky pipeline. Allen also highlights a number of female and male role models throughout the book to showcase the proactive steps being taken by individuals and organisations across the industry.

Whether a manager, leader, colleague, or partner in the construction industry, Allen is passionate that when we work together for change, everyone in construction can win. Offering clear, actionable steps to uplift women and foster inclusive workplace cultures, *Building Women* is a catalyst for career progression, talent retention, and innovation, delivering not only measurable impact but meaningful change. Supporting women in construction builds fairer, stronger systems for all, boosting business performance and reinforcing an industry that plays a vital role in our society. For construction to remain relevant, resilient, and future-fit, inclusion must be at its core.



You can get hold of Faye’s new book, [Building Women](#). By clicking the link. And for a chance to receive a

free copy of this and a set of our other summer reads enter our Summer Read challenge and introduce Project Management Global to your network. **(1) Simply get 10 or more friends or colleagues in your network to sign up to the PMG Newsletter. (2) Just send them the link embedded and 3) Encourage them to sign up to our free weekly newsletter. (4) Drop the team at PMG a note at nicola@pm-global.co.uk with your recommended names (only), and we will check them against our database. (5) Confirm your postal information, so we know where to send them.** Closing date 14th September. GOOD LUCK! And happy summer holidays!

Faye Allen is a chartered quantity surveyor, author of Building Women and advocate for change in the construction industry. With over thirty years in construction, Faye brings deep industry knowledge from two decades working with contractors on major projects as a quantity surveyor and commercial manager.

She is also the Fellow of the RICS, a RICS Accredited Expert Witness, a Practising Member of the Academy of Experts, a Freeman of the City of London, member of the Worshipful Company of Arbitrators, Global Steering Committee member of the Equal Representation of Expert Witnesses (ERE) and Patron of WITBE GLOBAL Women in the Built Environment.

Alongside her work, Faye's passion is to improve the world for women and men alike. She campaigns for change to improve the representation of women in the industry and for people to work together to improve the culture so that everyone in construction can win.

You can view the press release [here](#)